

Program Director Teaching and Learning Senior Stream

Position Details

Position title:	Program Director Senior Stream
Reports to (position title):	Deputy Principal
Direct reports:	Senior Stream Staff: Teachers and Education Support Workers
Organisation:	Saints College Fitzroy North
Contract tenure:	Ongoing Teacher contract with 5 year fixed term position of leadership
FTE:	Full time (1.0 FTE)
Expected level of contact with Children: <i>(In accordance with Child Safeguarding Standards Framework)</i>	Direct Contact
Location:	Fitzroy North
Approved:	July 2026

Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse (CALD) backgrounds and people with disabilities are encouraged to apply

About Us

Our Organisation

Saints College provides a safe, inclusive, and flexible learning environment for young people who have become disengaged from mainstream education. Our team is committed to supporting young people in re-engaging with learning through a personalised and trauma-informed approach that meets their individual needs.

We prioritise building honest and authentic relationships with young people, their families, and communities, fostering a culture that values, supports, and celebrates the dignity and uniqueness of each person.

Guided by the vision of Edmund Rice and the transformative power of education, we empower young people to achieve personal growth, academic success, and social connection, enabling them to build positive futures.

Our Structure

Saints Education is an initiative of Edmund Rice Education Australia (EREA), and operates as part of EREA Victorian Schools Ltd. It oversees a diverse range of educational services, including Saints College, Saints Knowledge Institute and Saints Early Years. Saints College operates across multiple campuses in metropolitan Melbourne and regional Victoria, including BlendED and Fitzroy North College, providing flexible, inclusive, and trauma-informed education.



As part of the EREA network, Saints Education is committed to fostering a supportive and empowering learning environment that reflects the values and vision of Edmund Rice. We offer a full-time, multi-year secondary education program tailored to meet the needs of young people who have disengaged from mainstream education, ensuring every individual is supported on their path to personal growth and success. We work closely with families, community organisations, and support services to provide wraparound care that addresses both educational and personal development needs.

Our Young People

The young people we work with come from diverse backgrounds and may face a range of barriers to education, including:

- Experiences of trauma or adversity
- Mental health challenges or neurodivergence
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- Significant gaps in learning
- Experiences of exclusion or suspension from mainstream education
- Experiences of school can't/ school refusal
- Involvement in out-of-home care or the child protection system
- Experiences of homelessness or housing instability
- Responsibilities as young parents
- Generational cycles of poverty, early school leaving or unemployment
- Interaction with the youth justice system

We recognise that each young person's journey is unique. Our staff are committed to providing a safe, respectful, and empowering learning environment where young people can develop confidence, reconnect with education, and work towards their goals.

Our Values

Saints College operates under four key principles that guide our daily interactions and community culture:

- **Respect** – Valuing each person's dignity, voice, and lived experience
- **Honesty** – Fostering trust and truthfulness through open and authentic communication
- **Participation** – Encouraging young people to actively engage in their learning and personal growth
- **Safe and Legal** – Creating a secure and structured environment where all community members can thrive

This framework, known as Operation by Principles, is a defining feature of our approach. It establishes a common ground foundation for all members of our community—young people, staff, and families—ensuring that relationships, learning experiences, and conflict resolution are built on mutual understanding and shared responsibility. Through the use of Unconditional Positive Regard, strength based neuroaffirming practice with a trauma informed lens, we create an inclusive, safe, and empowering learning environment where young people can thrive academically, socially, and emotionally.

Our Commitment to the EREA Charter and Touchstones

As part of the Edmund Rice network, Saints Education is committed to the principles of the **EREA Charter** and its four Touchstones:

- **Liberating Education** – Providing innovative and inclusive learning opportunities
- **Gospel Spirituality** – Fostering a culture of compassion, hope, and social justice
- **Inclusive Community** – Welcoming and valuing diversity, ensuring all young people feel a sense of belonging
- **Justice and Solidarity** – Advocating for fairness, equity, and the dignity of all

The EREA Charter and Touchstones guide our mission and reflect our commitment to providing a high-quality

About the Role

The Program Director Senior Stream provides leadership of the Senior Stream, for young people in Years 10-12 and strategic oversight of the development of the Fitzroy North College senior secondary curriculum, delivering the Victorian Curriculum (Year 10), Victorian Certificate of Education Vocational Major (VCE VM) and Victorian Pathways Certificate (VPC) curriculum in Year 11 and 12. This role is fundamental to ensuring our Fitzroy North Campus is providing young people with meaningful learning opportunities and are prepared for successful post-school transitions.

The role is responsible for leading a team of staff and developing integrated and project-based curriculum initiatives, overseeing workplace learning and vocational pathway programs, managing a team of educators and support staff, and using data to drive continuous improvement and positive student outcomes. Key aspects of the role include:

- Leading planning, preparation and delivery of effective learning and teaching programs for young people in their final phases of secondary education.
- Leading the development and implementation of the school's objectives and planning.
- Contributing to the establishment and maintenance of a supportive and inclusive school environment.

Duties and Responsibilities

Typical duties and responsibilities include, but are not limited to:

Operation by Principles	• Model best practice in Operation by Principles and other key practices as articulated in the practice Framework
Child Safety and Compliance	• This position is subject to compliance with all relevant laws, regulations, and policies governing education in Victoria, including but not limited to the Education and Training Reform Act 2006, and the Child Safe Standards • All employees must adhere to Saints College and EREA Victorian Schools Limited policies and procedures and where applicable EREA frameworks and policies Child Safety Obligations All employees must adhere to the following: • Saints College's Policies and Procedures implemented as part of compliance with Ministerial Order 1359: Implementing the Child Safe Standards – Managing the risk of child abuse in schools • EREA's Code of Conduct • Ensure legal and mandatory reporting obligations are met, consistent with Saints College's 'Procedure for Responding to and Reporting Allegations of Child Abuse' within the schools 'Child Protection Program'.
Educational Support and Leadership	As a member of the school's leadership team, the Program Director will lead the Senior Stream and contribute to a consistent and professional approach across the wider school community.

	• Lead, manage, and support a team of teachers and education support staff in the Senior Stream by providing regular supervision, monitoring workloads, managing performance, and offering professional development opportunities. This includes conducting classroom observations, facilitating professional learning discussions, and providing ongoing feedback and support. • Coordinate and facilitate Senior Stream team meetings and whole-school curriculum meetings, ensuring a clear focus on program delivery, progress, planning, and information sharing. • Participate in College Leadership Meetings, Saints wide Teaching & Learning Meetings and other relevant cross-campus or college meetings. • Plan and co-facilitate Curriculum Days. • Participate in professional learning related to the management of VCE/VET, and maintain up-to-date knowledge of external requirements. • Provide oversight of and accountability for the Senior Stream budget. • Undertake a flexible teaching load to cover staff absences, ensuring continuity of learning for young people.
Development of the VCE VM/VPC Program	Manage the development, implementation and continuous refinement of the Senior Secondary program at Fitzroy North College, including the staged introduction of: • Year 11 (VPC and VCE VM Units 1–2) in 2027 • Year 12 (VCE VM Units 3–4) in 2028 In your role you will: • Manage recruitment and professional learning to ensure staff in the Senior Stream have a strong understanding of VPC and VCE VM compliance requirements. • Collaborate with Teaching and Learning leaders and senior teachers to prepare innovative and engaging curriculum, resources, and assessment materials ahead of each rollout phase. • Ensure all learning programs align with VCAA study designs, and that assessment tasks provide valid and reliable evidence of student learning outcomes. • Ensure curriculum design, delivery and assessment approaches are inclusive and responsive to the diverse learning profiles within a neurodiverse community. • Ensure timelines are met for the delivery of Units 1–2 and subsequently Units 3–4. • Manage the development and implementation of the annual Fitzroy North Senior Handbook, providing clear guidance for young people, families, and staff on course structures, unit requirements, assessment processes (including evidence and authentication), pathways, vocational learning, and external program options. • Establish clear processes and systems for: ○ Collecting, verifying and storing assessment evidence ○ Monitoring young people's progress towards satisfactory completion. ○ Recording and reporting outcomes in line with VCAA requirements. ○ Monitoring internal quality assurance of assessment practices. ○ Supporting young people's participation in the General Achievement Test (GAT).
Year 10 Victorian Curriculum	In consultation with Teaching and Learning leaders and Senior Stream staff at Fitzroy North Campus: • Review and implement an improved, robust, relevant and meaningful Year 10 learning program. This program to be introduced in 2027. This program will ensure clear sequencing of learning from Year 10 into the senior years. • Ensure curriculum planning aligns with the whole-school scope and sequence through the development of innovative and engaging term-based unit plans

	for each learning area. This includes the integration of offsite learning opportunities (“Out and Abouts”) and ensures coverage of all curriculum areas: ○ English ○ Mathematics ○ Science ○ Humanities ○ Health and Physical Education ○ The Arts ○ Technologies
Pathways, Vocational Education and Training	In consultation with the central Teaching and Learning, VET, and Pathways leaders, implement and oversee our Saints College Fitzroy North Campus pathways and vocational learning program. • Oversee the delivery and quality assurance of onsite VET courses at Fitzroy North College. • Monitor student participation in vocational learning courses and programs to ensure alignment with each student’s individual pathway plan. • Coordinate and manage Year 10 Work Experience, Year 11–12 Structured Workplace Learning (SWL), and School-Based Apprenticeships and Traineeships (SBATs) for students in the Senior Stream, ensuring that young people’s safety and wellbeing is prioritised and appropriate support is in place and all arrangements comply with the Education and Training Reform Act 2006 and Ministerial Order 1413.
Inclusive Education	Work collaboratively with the Inclusive Education Coordinator and the Deputy Principal to: • Support all new enrolments and induction into the Senior Stream. • Develop and implement a subject selection process for new enrolments into the Senior Stream (Year 10, VPC, and VCE VM). • Design and implement an annual supported transition program for young people moving from within the College into the Senior Stream consultation with school leaders. • Ensure, in partnership with the Coordinator of Education Support, that every young person in the senior stream has a termly Student Support Group meeting, a Personal Learning Plan (PLP) and a PLP review, to ensure that appropriate adjustments are being implemented and monitored.
Community Engagement	Contribute actively to the school community, modelling consistent, respectful and responsive leadership. • Respond to parent/carer/guardian enquiries and concerns relating to young people in the Senior Stream in a timely and supportive manner. • Respond to young people enquiries about their senior learning pathway plan and/or any concerns raised in a timely and supportive manner. • Coordinate and present at Year 10 and VCE VM/VPC information evenings for parents and guardians. • Coordinate and deliver VCE/VET information sessions for young people within the school. • Create opportunities for young person voice and agency in planning, ensuring learning reflects young people’s interests, goals, and aspirations. • Ensure young people have genuine voice and choice in their learning pathways, and adjust programs based on young person engagement and feedback. • Build relationships and collaborative partnerships with external stakeholders to ensure Saints College, Fitzroy North Campus is creating exciting learning opportunities for our young people

Administrative Management	Data Recording and Monitoring Requirements: • Monitor and track young person engagement, attendance, achievement, completion and pathway outcome, and develop improvement strategies to support increased engagement in collaboration with teaching partnerships and leadership. • Develop and maintain a clear recording system for tracking young people's learning that is accessible to young people. VASS Administration • In consultation with the Inclusive Education Coordinator and the VASS administrator, ensure all young people have been accurately enrolled on VASS. • Work closely with the VASS administrator to ensure that all young people are enrolled in the correct subjects and young people are transition to/from Saints College upon enrolment/transition. • Ensure all results are entered and verified by critical VASS dates.
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Key Selection Criteria and Requirements

Qualifications	• Tertiary qualification in Education and equivalent experience
Knowledge and Experience	• 3 years experience in a similar role • Demonstrated experience leading the design, implementation and evaluation of integrated, project-based curriculum programs that engage diverse learners and improve educational outcomes. • Demonstrated ability to manage and coordinate Structured Workplace Learning (SWL), School-Based Apprenticeships and Traineeships (SBATs), work experience programs and industry partnerships to support successful post-school transitions. • Proven capacity to lead, develop and support a multidisciplinary team, fostering a collaborative culture focused on continuous improvement, accountability and excellence in teaching and learning. • Highly developed skills in tracking, monitoring and analysing student engagement, achievement and pathway data to inform decision-making, targeted interventions and program improvement. • Demonstrated commitment to preparing young people for successful post-school pathways through career education, vocational learning, community partnerships and personalised transition planning. • Excellent organisational, communication and stakeholder management skills, with the ability to build productive relationships with staff, students, families, employers, training providers and external agencies
Probity checks and Certification	• Hold a current Victorian Institute of Teaching (VIT) registration, or ability to obtain. • Hold appropriate Australian Work Rights. • Valid First Aid Certificate or willingness to obtain. • Valid Australian Driver's Licence and willingness to drive school vehicles when required.
Physical Requirements	• This role will involve frequent sitting and standing, walking or moving within a school and office environment across multiple levels, complete fine motor skills such as typing or writing, and requires auditory and visual ability. • Some lifting of supplies and materials may be required from time to time, practicing safe manual handling.

